

# Awards & Rewards

**WHO:** Leader at any level

**WHAT:** Establish and provide awards and/or rewards for safety, either individual or group performance

**WHY:** Positive reinforcement, like awards and rewards, not only guide behavior into doing the right thing but they are a powerful motivator

**WHEN:** Can be spot awards, quarterly, or annual; can be rewards based on specific performance, or on a time frame (such as “if the 82nd goes 82 days without a Class A accident, the division will get a nontraining day”)

**TIME REQ'D:** About 1 hr for planning

## **HOW:**

1. Establish what award or reward you want to provide
  - The award or reward will only motivate if it's seen as something desired, so figure out what your people want
  - Recognition is simple yet powerful – a certificate or plaque for doing the right thing goes a long way
  - Time off rewards – group or individual
    - are also potent (nontraining day or pass); it's valued & motivates safety behaviors
2. Develop the criteria for the award & publish it to the unit
3. Track individual (or unit) performance via the criteria
4. Make the award/reward promptly – don't let it languish; don't promise & then fail to deliver
5. Hand out the award/reward publicly, and let it be known why it's being given (what occurred to earn it)